



# Manistee County Board of Commissioners

Manistee County Courthouse • 415 Third Street • Manistee, Michigan 49660

CHAIRPERSON  
Allan O'Shea

VICE-CHAIRPERSON  
Edward Haik

Ken Hilliard  
Ervin Kowalski  
Jim Krolczyk  
Glenn Lottie  
Carl Rutske

CLERK

Marilyn Kliber  
(231) 723-3331

CONTROLLER/ADMINISTRATOR

Thomas Kaminski  
(231) 398-3500

DRAFT

## PERSONNEL COMMITTEE

Tuesday, August 11, 2009  
2:00 P.M.

Courthouse & Government Center  
Board of Commissioner's Room

### REPORT

Members Present: Kenneth Hilliard and Jim Krolczyk

Members Absent: Carl Rutske, Chairperson

Others Present: Thomas Kaminski, County Controller/Administrator; Rob Noa, Regional Manager for the Municipal Employees' Retirement System; Steve Fredricks, Manistee Insurance Agency; and Karen Molby, Personnel Officer/Administrative Assistant

The meeting was called to order at 2:00 P.M.

### ITEMS REQUIRING BOARD ACTION

Mr. Fredricks presented the Committee with two quotes for dental insurance, one from Blue Cross Blue Shield and one from Delta Dental. These quotes were for the exact coverage that is currently in place through Always Dental. Mr. Fredricks pointed out that if the County switched to Blue Cross Blue Shield Dental, there would be an approximate overall savings of \$9,200. Rates are guaranteed for twelve months, and the renewal date would be September 1, each year. After discussion,

**Mr. Hilliard recommended that Manistee County change its dental insurance carrier for all active and retired employees from Always Dental to Blue Cross Blue Shield Dental effective October 1, 2009, with the understanding that there is no change in benefit level. No alternative recommendation was proposed.**

ITEMS NOT REQUIRING BOARD ACTION

Mr. Noa appeared before the Committee to provide a detailed explanation of the MERS Annual Actuarial Valuation Report for Manistee County for December 31, 2008. The Committee reviewed various Tables throughout the Report and Mr. Noa provided an explanation of the information contained within each Report. Pursuant to the Actuarial Accrued Liabilities and Valuation Assets as of December 31, 2008 Report, Manistee County (Municipality 5105) is 76.0% funded. It was also noted that there are currently three Medical Care Facility bargaining units within County Municipality 5101. He also reviewed the Projections of Employer Contributions Needed to Attain a Target Higher Funded Percentage in 5 or 10 Years. He explained that this document was a tool to assist municipalities in making decisions about increasing their unfunded liability to reach 100% funded. He further explained that the Municipality can deposit funds at any time by utilizing the MERS Epass system. The Committee agreed that this may be something to look at doing in the future.

Mr. Fredricks presented the Committee with two quotes for life insurance, one from Mutual of Omaha and one from Lincoln Financial. These quotes were for the exact coverage that is currently in place through Sun Life. Mr. Fredricks pointed out that if the County switched to either company, there would be an approximate overall savings of \$778.00. Rates are guaranteed for twenty-four months, and the renewal date would be September 1, each year. After discussion, the Committee agreed to continue its life insurance coverage through Sun Life as the savings the County would gain from switching companies was too minimal compared to the amount of work it would take to implement the change.

The meeting adjourned at 3:00 P.M.

---

Carl Rutske, Chairperson (Absent)

---

Kenneth Hilliard, Commissioner

---

Jim Krolczyk, Commissioner